

Lawrence J. Hanley, Chair
International President
Amalgamated Transit Union

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Via Email

BOARD UPDATE MEMORANDUM

James C. Little
Executive Vice-Chair
International President
Transport Workers Union

For: Board of Directors

From: Brian J. Turner, Executive Director and Board Secretary

Brian J. Turner, Secretary
Executive Director
Transportation Learning Center

Thanks to good work from transit leaders on and beyond our Board, the new year is starting off with a bang for transit frontline worker training.

Beverly A. Scott
General Manager/CEO
MARTA

Cost-Shared Consortium Development of Transit Training is continuing to gather steam. Just yesterday we circulated a spreadsheet of currently available shareable transit training materials to the members of our national transit training technical committees in bus and rail maintenance occupations. This first round of materials covers the generic “100” level of foundation skills (electrical, electronics, schematics, hydraulic, etc.). Currently this gold mine of validated training material can be accessed as a web-linked spreadsheet, but it will soon be available to transit industry partners directly through the Center’s web site. If you want a copy of the spreadsheet, just let me know.

Hon. Rodney Slater
Former Secretary of
Transportation
Patton Boggs LLP

Edward Wytkind
President
Transportation Trades Dept.
AFL-CIO

In addition, we are receiving a growing set of permissions from OEMs to reproduce graphics and text from their proprietary training and maintenance manuals, starting with the success of the Transit Elevator-Escalator Training Consortium. We hope to create a general expectation within the industry that training-related materials should be accessible in principle to industry-wide joint training programs.

Joseph M. Casey
General Manager
SEPTA

Richard W. Bloomingdale
President
Pennsylvania AFL-CIO

To help confirm the next steps in this work, Center staff is working with senior staff at APTA, ATU and TWU in preparing for a discussion at the upcoming ATPA Rail CEOs Committee meeting about extending the Elevator-Escalator Consortium model for developing training materials to other transit rail occupations. (See the attached updated testimonials from the Elevator-Escalator Consortium participants.) We already have national training standards that provide a good foundation for this work for maintenance technicians for rail car, signals and traction power. Strategizing our next steps will be an important topic for Board discussion.

Michael Allegra
General Manager
Utah Transit Authority

Robert Paaswell
City University of New York

Michael Melaniphy
President and CEO
APTA

Career Pathways – Linking School-Based and Work-Based Learning for Good Careers – is gathering steam. Following the Board discussions in our January and July meetings, the Center is getting very favorable responses to our proposed initiatives to link standards-based training for frontline transit workers back into high schools and middle schools and forward into related community college programs and work-based training. Transit leaders in a number of locations around the country have expressed enthusiasm for a multi-location national pilot program to help connect their standards-based training programs to meaningful hands-on and contextual

learning in schools. This effort could include developing curriculum and hands-on learning challenges along with job shadowing and summer internships for high school students modeled on those implemented in Philadelphia by SEPTA and TWU Local 234 over the past several years. Active engagement by transit's national industry organizations – APTA, ATU and TWU – will be very important to the success of these efforts.

The US Department of Education, working on these same themes, has created a multi-industry working group on industry-created frameworks for training and qualification. Deputy Secretary Tony Miller and Assistant Secretary for Vocational and Adult Education Brenda Dann-Messier are personally spearheading this initiative and convening the meetings. At the second meeting of this group earlier this week I was asked to be one of three private sector coordinators for this project, joining with skill development representatives of the manufacturing and metalworking industries. This ongoing effort will focus on reauthorization goals for the federal career and technical education legislation (the Perkins Act) and on discretionary grant programs at the Department of Education aiming to leverage industry-developed systems of training, apprenticeship and qualification to strengthen career-linked learning opportunities – including college credit for work-based learning – for young people who are not headed straight to four-year colleges.

Center senior staff has also received very strong encouragement from senior staff at FTA for a multi-location national pilot program for this work. Before Christmas, they asked me to develop a detailed proposal and budget. Through this proposed effort, transit agencies and unions can learn from experience across locations to build more effective career pathways partnerships with education. Transit CEOs and local union leaders in Utah and Philadelphia have already signed up for this effort, along with Buz Paaswell of CUNY and its University Transportation Research Center. Individual transit leaders in other locations have expressed their interest in participating in this project.

Future Direction of the Center: Strategic Planning and Reauthorization of SAFETEA-LU.

As you know, we are in the process of scheduling a Board “deputies group” to develop in-depth analysis and options for the Board’s strategic planning process. Jack Clark is taking the lead on scheduling, aiming for a February session. The strategic planning notebooks prepared for the originally planned September meeting will be updated. We can organize a Board meeting once the deputies meeting is established. Again, we thank you for supporting your deputies’ participation in this important effort.

We also want to thank Center Board members and other transit leaders across the country for communicating with Capitol Hill about the importance of front-line worker training and the Transit Technology Career Ladder Partnership (TTCLP) in reauthorization. *The TTCLP authorizes the only national training program for front-line transit employees.* In just the past 24 hours we’ve gotten confirmation of new TTCLP advocacy letters to key Senators from transit leaders beyond our Board: the CEO of New Jersey Transit and the President of the New Jersey State Council of ATU; the CEO of COTA in Columbus jointly with the President of TWU Local 208. Going beyond the excellent work being done by our Board members and their organizations, additional transit leaders – CEOs and union presidents – have reached out to their Senators from West Virginia, Ohio, New York, and Pennsylvania, with more in the works. This terrific effort again demonstrates the power of partnerships – something for which we should all be very grateful.



Consortium Team Leaders Agree:

Industry-Wide Training Consortia Produce Superior Results for Transit

Mike Rodriguez, Manager for Elevator-Escalator Maintenance, BART:

This program is superior to anything we've had in the past. The student handbook, the PowerPoints, the instructor's manual, it's all well organized, very readable. I agree that a lot of our experienced workers aren't up to date on all the new technology. This program addresses that and the needs of the new people we're hiring. We're working side-by-side with labor representatives so when we start to roll this out, everyone continues to work together. *The elevator-escalator instruction is better than what we've ever had. I can see this same model moving into signals and traction power and working really well.*

Chuck Neal, Senior Technical Instructor, MARTA:

I have responsibility for teaching both signals and power. I've also participated in the Elevator/Escalator process. *It has proven to be a great way to produce high-quality materials very quickly. We need the same process for Signals and Traction Power.*

. . . . The development of curriculum and materials is often a difficult process that is marked with dissention and arguments instead of the cooperation and collaboration that is exhibited by this group. The Elevator/ Escalator Consortium Content Development Team as facilitated by the Transportation Learning Center has been much more productive, much more collaborative. The group has been extremely productive, generating a significant body of material of high quality in a relatively short period of time.

Jerome Moore, SEPTA Elevator-Escalator Specialist, member TWU Local 234 TWU:

Every day I see the technology changing. Sure, we need to train our apprentices, but we need good materials to keep incumbent workers up to date, too. We're doing that. I have been involved in the work of the committee and the Consortium for Elevator-Escalator training for five years--really since it began. *From the perspective of the mechanic, it's working great.*

Ed LaGuardia, Chief Engineering Officer, SEPTA, and Consortium Co-Chair:

Six major US transit authorities formed the Transit Elevator-Escalator Training Consortium after creating learning objectives for the training of elevator and escalator technicians. This educational program was voted on and adopted by the APTA Rail CEOs committee.

The work being conducted by the Consortium and supported by the Transportation Learning Center is significant. The training materials are currently being used and have been a great value to our incumbent staff along with our apprenticeship program. We are continuing to advance the courseware in order to complete the apprenticeship program teaching materials. When completed the courses will be implemented training programs within these transit properties.

Sally Librera, Chief Officer, Operations Training, Department of Subways, NYC Transit:

Developing comprehensive Elevator & Escalator training curriculum is a priority for NYC Transit. The Transportation Learning Center has been a key partner in coordinating the efforts of multiple agencies toward this end. The TLC staff and their program managers have been very responsive to our needs and continue to provide thoughtful feedback to issues that arise from the consortium. *The courseware development team has produced quality training materials that we look forward to piloting with our employees.*

Gill Lott, Director of Technical Training, Washington Metro:

It has been extremely encouraging and satisfying to watch the members of Transit Consortium Elevator/Escalator training program working together and developing their recommendations for training materials. To be able to have subject matter experts and curriculum developers from six transit properties working together is huge!! *The product that has been developed so far is excellent and fills a void in the transit training world. To have members of my staff a part of the team is an honor. The time and efforts that they have invested has been returned at least three fold. I look forward to continued participation in the consortium and development of courseware that we can bring directly into the classroom.*

Richard N. McAdow, Acting Manager, MARTA Elevator/Escalator Department

(After the Consortium's national joint technical committee in December 2011, Richard wrote that it ". . . was the most professional and no nonsense meeting I have had the pleasure of participating in or attending in many years.

. . . . "I was amazed at how much cooperation there was between the unions and the transit authorities. I did not expect to see that. I believe that the consortium and the unions are using the best practices approach in addressing the elevator/escalator maintenance problem and that you are developing a long term and sustainable solution.

. . . "I am amazed at how much progress you have made in a short time and I feel that with the professionalism of everyone involved that you will stay on schedule and on budget until your goals are accomplished. I would encourage any authority to get on board with the program. The initial cost may seem substantial but the long term rewards to an authority will be well worth the time and money invested."